

# 7 STEP PEOPLE STRATEGY

Guide for HR Managers



Successful Strategy to People Strategy Success





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# 1

Conduct an intentional landscape surveillance “through the looking glass” creating an outward-inward awareness of the current and future human resource realities and cultivate a conscious forward-thinking perspective. A conscious forward-thinking perspective “through the looking glass” assimilates the advancements required to respond to the future opportunities and challenges of the organisation that develops an appreciation for a meaningful Human Resources (HR) or people strategy. There are a variety of landscape surveillance frameworks available of which STEEP, SWOT and a Force Field Analysis are a few.

STRATEGIC OUTWARD-INWARD CONSCIOUSNESS



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# 2

Develop an awareness and an understanding of the knowledge, skills and capabilities required by the employees and managerial leaders of the organisation to operate efficiently in response to future opportunities and challenges. The people strategy is facilitated in collaboration with the Human Resources (HR) Department who is a strategic partner of the business.

CULTIVATING OUTWARD-INWARD AWARENESS



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# 3

Establish and articulate the top priorities to accomplish future opportunities and to counteract the prevailing challenges. Develop implementable actions plans for the top priorities to accomplish future opportunities and to find ways to counteract the prevailing challenges by formulating Specific, Measurable, Attainable, Relevant and Timely (SMART) goals and objectives. Rather define five or six achievable goals and objectives than having a long list of priorities that will not be attempted, leaving alone being implemented and achieved. Apply the Pareto principle in ranking the top priorities that will ensure that twenty percent of the effort will result in eighty percent of the results.

COMPREHENDING OBSERVATION



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# 4

Ensure inclusivity of everyone to gain maximum input and share the intentions of the people strategy widely ensuring ownership. Important to realise here is that the people strategy should be owned by everybody in the organisation and is only facilitated by the HR function. Name the people strategy appropriately that resonates a familiar and authentic significance. Engaging individuals when composing the people strategy portrays a message of authenticity and trust engaging participants across all disciplines. Promote participation and collaboration through focus group discussions, requesting constructive suggestions to onboard employees. Enhance trustworthiness by explaining why certain aspects are important and should be done, and why in contrast others are not important and will not be entertained.

**COLLABORATE INCLUSIVITY & PARTICIPATION**



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# 5

Develop cognizance of the emerging people practices across industries and disciplines to comprehend evolving roles and to accelerate agility and forward sustainability. Advance enthusiasm (enthuvance) for creativity and innovation to unleash opportunities and alternative possibilities. Benchmark transdisciplinary, i.e. across industries to establish best practice standards identifying possibilities to improve own people structures, processes and systems forwarding the people strategy.

IMAGINATIVE ASSIMILATION & INTEGRATION



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# 6

Ensure inclusivity of everyone to gain maximum input and share the intentions of the people strategy widely ensuring ownership. Important to realise here is that the people strategy should be owned by everybody in the organisation and is only facilitated by the HR function. Name the people strategy appropriately that resonates a familiar and authentic significance. Engaging individuals when composing the people strategy portrays a message of authenticity and trust engaging participants across all disciplines. Promote participation and collaboration through focus group discussions, requesting constructive suggestions to onboard employees. Enhance trustworthiness by explaining why certain aspects are important and should be done, and why in contrast others are not important and will not be entertained.

CONDITIONAL DEPENDENCY



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# 7

Create user-friendly innovative artefacts and announcement methods to communicate the people strategy to the relevant stakeholders. Enhance gratification and possession using a simple, crisp and to the point, communiqué. The Flesch–Kincaid readability test can help with ensuring grammar simplicity and understanding.

**ACKNOWLEDGE UNIQUENESS**



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